

## **Dawn M. Ross**

### **Practice Focus**

Labor and employment law, business and general civil litigation, trial work.

### **Education**

Bachelor of Arts, California State University, Fullerton 1985

Juris Doctorate, School of Law, University of California, Davis 1989

### **Experience**

Dawn Ross leads CMPR's employment group and commercial litigation team. Ms. Ross has represented employers successfully in state and federal litigation and administrative proceedings. Ms. Ross serves as counsel to some of the leading wineries, along with many other clients in the public and private sector. She assists clients in preparing employee handbooks, employment agreements, counseling on layoffs and terminations, and conducts training seminars on sexual harassment and discrimination. Ms. Ross also acts as trial counsel in intellectual property and commercial litigation matters such as breach of contract, real estate transfers, fraud, trade secret and trademark violations and construction defects. Ms. Ross works hard to control litigation costs without compromising the case. Ms. Ross has a reputation as an aggressive, detail oriented advocate, who has great success at trial. Ms. Ross was an associate at Bronson, Bronson & McKinnon and partner at Marron, Reid & Sheehy prior to founding Carle, Mackie, Power & Ross LLP in 1998.

### **Awards**

Ms. Ross is rated AV (the highest rating possible) by the Martindale-Hubbell nationwide attorney rating service.

Ms. Ross has been selected as a Northern California Super Lawyer three consecutive years 2004, 2005 & 2006. The selection process includes peer nominations based on ballots to 47,000 attorneys in Northern California, a blue ribbon panel review, and independent research on candidates.

### **Professional and Community Associations**

Past President, Sonoma County Bar Association (2003)

Past President, Sonoma County Women in Law (1997)

Past President, Sonoma County Young Lawyers' Association (1996)

Past Chairperson, Labor & Employment Law Section, Sonoma County Bar (2000)

Board Member, California Parenting Institute

Volunteer, Valley of the Moon Children's Home

### **Publications**

*Labor Code § 970 - The Ramifications of Overselling the Job*, 1995

*Wrongful Demotion - How to Protect Your Organization*, 1996

*Name, Rank & Serial Number - the Rules on Reference Checks*, 2004

### **Speaking Engagements**

Empire Law School, Substitute & Visiting Professor, 2000 – present

SCBA Labor & Employment Law Section, *Wage and Hour Compliance*, 2008

SCBA Labor & Employment Law Section, *Employee Privacy*, 2008

HR Matrix, *Employment Law Update*, 2007

HR Matrix, *Managing Risk and Compliance in California*, 2007  
Sonoma County Bar Assn., *Deposition Skills Workshop*, 2004 & 2006  
SCBA Labor & Employment Law Section, *Witnesses in Employment Cases*, 2001  
Lorman Education Services, *HR Audits in California*, 2001  
Telecom Valley Alliance, *Attracting & Retaining Key Employees*, 2001  
Sonoma State University, *Human Resources in the Wine Industry*, 2000  
Legal Secretaries Association, *Organizing Complex Cases*, 1999  
Sonoma County Bar Assn., *Recent Developments in Employment Law*, 1998 & 1999  
Engineering Contractors Association, *Employment Law Overview*, 1998  
Department of Social Services, *Sexual Harassment Seminar*, 1998  
Santa Rosa Junior College Forensics Program, *Title VII Basics*, 1998  
Client Seminar, *The Basics of Employment Law*, 1996  
Client Seminar, *Sex, Drugs & Locker Searches*, 1994 & 1995